# 409.31 NRCS Forms AD-435A and AD-435B, Performance Plan Worksheet

UNITED STATES DEPARTMENT OF AGRICULTURE

# PERFORMANCE PLAN, PROGRESS REVIEW AND APPRAISAL WORKSHEET (Instructions on reverse)

1. Name (Last, First, M.I.)	Pay Plan, Series,	Agency/Division		APPRAISAL PERIOD		
DOE, JOHN E.	Grade	NDOO		From	To	
Position Title Soil Conservationist	GS-457-12	NRCS		12/15/05	9/30/06	
2. PERFORMANCE ELEMENT		- 10 to -		ODITICAL T	NONCRITICAL	
No. 1 (Describe below the duty or responsible responsible. Indicate if the element is	lity for which the empl critical or noncritical.)	oyee is accountable and	<b>X</b>	CRITICAL	NONCRITICAL	
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	(XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXXXXXXX	
STANDARD (Describe the level expected for "Fully swhere applicable.)	Successful" performance	ee. Include appropriate indicator	s of quality, qu	antity, cost efficiency	, or timeliness,	
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXX	XXXXXXXXXXX	XXXXXXXXXXXXXXXXX	
ELEMENT RATING (At the end of the rating perior and assign an element rating. For instructions about doc ACCOMPLISHMENTS	d, compare the employ umentation, see revers	ee's performance with standard b.)	<b>▶</b> □ EX	CEEDS	JLLY SUCCESSFUL F MEET	
CERTIFICATION OF DEVELOPMENT AND     Signatures certify discussion with the employee and recei						
Employee's Signature				Date		
Supervisor's Signature			Date	Date		
Reviewer's Signature			Date			
6. PROGRESS REVIEWS (at least one must be com	pleted)					
Employee's Initials and Date	1	Supervisor's Initials and	Supervisor's Initials and Date			
AD 425A 4000						
AD-435A 12/86 This form was electronically produced by National Production Services S	Staff				Page of	

#### CONTINUATION SHEET

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1. Name (Last, First, M.I.)	Pay Plan, Series,	Agency/Division	APPRAI	APPRAISAL PERIOD	
DOE, JOHN E.	Grade	NDCC	From 12/15/05	To 9/30/06	
Position Title Soil Conservationist	GS-457-12	NRCS	12/15/05	9/30/00	
PERFORMANCE ELEMENT     No. 2	ility for which the emplo critical or noncritical.)	oyee is accountable and	CRITICAL	NONCRITICAL	
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	(XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	
STANDARD (Describe the level expected for "Fully where applicable.)	Successful" performance	e. Include appropriate indicators of q	uality, quantity, cost efficience	y, or timeliness,	
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	(XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX		XXXXXXXXXXXXXXXX	
ELEMENT RATING (At the end of the rating perio and assign an element rating. For instructions about do			EXCEEDS F	ULLY SUCCESSFUL MEET	
ACCOMPLISHMENTS					
AD-435B 12/86	Staff			Pageof	